

Department of Energy (DOE) EEO/Diversity Survey - May 2000
Tabulations based on 2056 responses with valid survey validation numbers

I. DOE EEO/Diversity Stand-Down Training Session (conducted on April 5, 2000, and available on tape for persons who could not attend the April 5 session)

Section I A Please describe your agreement or disagreement with the following statements.

Q1 I would have attended the EEO/diversity stand-down training session if it were optional.

Strong Agree	Agree	Neither	Disagree	Str Disagree	No opinion
210	682	261	588	242	73
10%	33%	13%	29%	12%	4%

Q2 The stand-down training session was needed and important.

Strong Agree	Agree	Neither	Disagree	Str Disagree	No opinion
311	597	381	459	229	79
15%	29%	19%	22%	11%	4%

Q3 The stand-down training session was effective in meeting its objectives.

Strong Agree	Agree	Neither	Disagree	Str Disagree	No opinion
64	427	471	513	422	159
3%	21%	23%	25%	21%	8%

Q4 The stand-down training session was just "window-dressing" (i.e., much talk but little action).

Strong Agree	Agree	Neither	Disagree	Str Disagree	No opinion
442	602	446	344	52	170
21%	29%	22%	17%	3%	8%

Section I B Overall Evaluation

My overall rating for the stand-down training session is:

very poor	poor	average	good	excellent
414	523	748	320	51
20%	25%	36%	16%	2%

II. Equal Employment Opportunity (EEO) and Diversity

Section II A Please describe your agreement or disagreement with the following statements.

Q1 Management listens to employees.

Strong Agree	Agree	Neither	Disagree	Str Disagree	No opinion
121	727	341	580	247	40
6%	35%	17%	28%	12%	2%

Q2 Minorities receive special preferential treatment.

Strong Agree	Agree	Neither	Disagree	Str Disagree	No opinion
424	603	340	403	228	58
21%	29%	17%	20%	11%	3%

Q3 White males are treated fairly in EEO/diversity issues.

Strong Agree	Agree	Neither	Disagree	Str Disagree	No opinion
163	461	411	496	324	201
8%	22%	20%	24%	16%	10%

Q4 There is an "old boys" network in management.

Strong Agree	Agree	Neither	Disagree	Str Disagree	No opinion
639	711	302	286	50	68
31%	35%	15%	14%	2%	3%

Q5 Many EEO discrimination complaints have merit.

Strong Agree	Agree	Neither	Disagree	Str Disagree	No opinion
214	717	488	294	74	269
10%	35%	24%	14%	4%	13%

Q6 EEO discrimination complaints without merit are allowed to proceed.

Strong Agree	Agree	Neither	Disagree	Str Disagree	No opinion
254	667	482	157	40	456
12%	32%	23%	8%	2%	22%

Q7 Management is unfair on hiring, promotions, and other employment practices.

Strong Agree	Agree	Neither	Disagree	Str Disagree	No opinion
454	587	422	405	89	99
22%	29%	21%	20%	4%	5%

Q8 Management has no understanding of the need for EEO/Diversity.

Strong Agree	Agree	Neither	Disagree	Str Disagree	No opinion
174	280	469	782	209	142
8%	14%	23%	38%	10%	7%

Q9 DOE managers have no understanding of the need for EEO/Diversity.

Strong Agree	Agree	Neither	Disagree	Str Disagree	No opinion
175	297	470	771	197	146
9%	14%	23%	38%	10%	7%

Q10 Racial stereotyping or racial profiling exists at DOE.

Strong Agree	Agree	Neither	Disagree	Str Disagree	No opinion
231	523	432	547	151	172
11%	25%	21%	27%	7%	8%

Q11 There are excessive communications, dialog, and activities on the issue of EEO/Diversity.

Strong Agree	Agree	Neither	Disagree	Str Disagree	No opinion
269	550	457	569	122	89
13%	27%	22%	28%	6%	4%

Q12 Use of surveys to capture attitudes and opinions can help measure performance in EEO/Diversity.

Strong Agree	Agree	Neither	Disagree	Str Disagree	No opinion
183	1005	352	318	88	110
9%	49%	17%	15%	4%	5%

Q13 A change in the DOE Secretary can change the importance of EEO/Diversity.

Strong Agree	Agree	Neither	Disagree	Str Disagree	No opinion
377	741	331	367	118	122
18%	36%	16%	18%	6%	6%

Section II B Describe your awareness and the level of importance you attach to the following policies or initiatives.

Q1 The secretary's Equal Employment Opportunity Policy.

	Very	somewhat	Not at all	No opinion
Awareness	946	938	117	55
	46%	46%	6%	3%
Importance	927	783	197	149
	45%	38%	10%	7%

Q2 Release of the Task Force Report Against Racial Profiling.

	Very	somewhat	Not at all	No opinion
Awareness	568	988	398	102
	28%	48%	19%	5%
Importance	592	759	344	361
	29%	37%	17%	18%

Q3 Creation of the National Ombudsperson.

	Very	somewhat	Not at all	No opinion
Awareness	766	797	362	131
	37%	39%	18%	6%
Importance	431	712	398	515
	21%	35%	19%	25%

Q4 The Workforce 21 Initiative.

	Very	somewhat	Not at all	No opinion
Awareness	504	733	699	120
	25%	36%	34%	6%
Importance	431	504	220	901
	21%	25%	11%	44%

Q5 DOE's Secretarial Support Initiative

	Very	somewhat	Not at all	No opinion
Awareness	325	651	944	136
	16%	32%	46%	7%
Importance	335	422	228	1071
	16%	21%	11%	52%

Q6 The EEO/Civil Rights complaint procedures and process.

	Very	somewhat	Not at all	No opinion
Awareness	694	1084	227	51
	34%	53%	11%	2%
Importance	1188	566	85	217
	58%	28%	4%	11%

Q7 Statistics on employment, hiring, and promotion.

	Very	somewhat	Not at all	No opinion
Awareness	525	920	550	61
	26%	45%	27%	3%
Importance	814	751	269	222
	40%	37%	13%	11%

Section II C Describe the frequency of your use and your assessment of the following EEO/Diversity-related services and programs.

Q1 The Office of Civil Rights at your site.

		In last 18 months				
Use	Never	0 time	1 time	2 to 5 times	Over 5 times	
	1784	99	90	49	34	
	87%	5%	4%	2%	2%	
Effectiveness	Very effective	somewhat effective	neither	somewhat ineffective	very ineffective	No opinion
	69	142	58	101	173	1513
	3%	7%	3%	5%	8%	74%

Q2 The Office of Employee Concerns at your site.

	In last 18 months					
	Never	0 time	1 time	2 to 5 times	Over 5 times	
Use	1734	149	106	54	13	
	84%	7%	5%	3%	1%	
Effectiveness	Very effective	somewhat effective	neither	somewhat ineffective	very ineffective	No opinion
	111	231	70	106	179	1359
	5%	11%	3%	5%	9%	66%

Q3 The National Ombudsperson.

	In last 18 months					
	Never	0 time	1 time	2 to 5 times	Over 5 times	
Use	1724	26	37	9	3	257
	84%	1%	2%	0%	0%	13%
Effectiveness	Very effective	somewhat effective	neither	somewhat ineffective	very ineffective	No opinion
	36	87	77	54	85	1717
	2%	4%	4%	3%	4%	84%

Section III Overall Ratings

All things considered, please describe your general agreement or disagreement about the Department of Energy as a place of employment.

Q1 I want to continue working for the Department of energy.

Strong Agree	Agree	Neither	Disagree	Str Disagree	No opinion
789	784	217	144	95	27
38%	38%	11%	7%	5%	1%

Q2 I would recommend employment in the DOE to my friends and relatives.

Strong Agree	Agree	Neither	Disagree	Str Disagree	No opinion
370	650	382	340	263	51
18%	32%	19%	17%	13%	2%

Q3 I am satisfied with my job at DOE.

Strong Agree	Agree	Neither	Disagree	Str Disagree	No opinion
446	804	290	331	171	14
22%	39%	14%	16%	8%	1%

Q4 DOE is becoming a better place of employment.

Strong Agree	Agree	Neither	Disagree	Str Disagree	No opinion
167	428	527	523	295	116
8%	21%	26%	25%	14%	6%

Q5 DOE will become better with a continuing emphasis on EEO/Diversity.

Strong Agree	Agree	Neither	Disagree	Str Disagree	No opinion
264	462	493	410	305	122
13%	22%	24%	20%	15%	6%

Q6 DOE is a good place to work.

Strong Agree	Agree	Neither	Disagree	Str Disagree	No opinion
324	889	435	225	151	32
16%	43%	21%	11%	7%	2%